

NOAA's National Weather Service Headquarters
FY 2002 Affirmative Employment Accomplishment Report *and*
FY 2003 Plan Update for Minorities and Women



FY 2002

NOAA's NATIONAL WEATHER SERVICE HEADQUARTERS

FY 2002 AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

EXECUTIVE SUMMARY

The Affirmative Employment Accomplishment Report and Plan Update for Minorities and Women is an annual report required by the Equal Employment Opportunity Commission's (EEOC), Management Directive 714, dated October 1987. Section 717, Title VII of the Civil Rights Act of 1964, as amended, and Executive Order 11478, as amended by Executive Order 12106, are legal authority for Developing Affirmative Employment Program Plans and Accomplishment Reports for Minorities and Women. This report was prepared by the NOAA's National Weather Service Equal Employment Opportunity Program Office Manager with input from Headquarters Affirmative Employment Program Coordinators.

The information contained in this report identifies NOAA's National Weather Service Headquarters (NOAA's NWSH) accomplishments during FY 2002, by providing employment opportunities to minorities and women and by explaining efforts to increase the representation of minorities and women. This report provides a Work Force Analysis by Equal Employment Opportunity Groups that identifies specific areas of minority employment accomplishments or shortfalls.

In FY 2001, the total work force population of the NOAA's NWSH was 777; the population increased in FY 2002 to 816. The most significant positive changes were seen in the Professional Occupational Category (+25) and Administrative Occupational Category (+17). The most significant negative changes occurred in the Technical Occupational Category (-7).

This statistical data was received from the National Oceanic and Atmospheric Administration (NOAA) Civil Rights Office, and is categorized by mission-related occupations and accomplishments by grades, and divided into EEO group comparisons by Professional, Administrative, Technical, Clerical, Other White Collar and Blue Collar (PATCOB) and mission-related occupations. Each category is then compared to the National Civilian Labor Force (NCLF) using 1990's census statistics.

In FY 2001, when comparing the NOAA's National Weather Service Headquarters overall work force to the NCLF, 4 of the 9 EEO Groups (White Women, Hispanic Men, and Hispanic Women, and Asian American/Pacific Islander Women) remain below the NCLF's percentage. In FY 2002 only 3 of the 9 (White women, Hispanic men, and Hispanic women) remain below the NCLF's percentages.

NOAA's NATIONAL WEATHER SERVICE HEADQUARTERS

FY 2002 AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

Executive Summary (Con't)

(FY 2002 NWS/NCLF Comparison Chart)

EEO Group	NWSH %	NCLF %	Difference
White Men	58.1% (474)	42.6%	15.5%
White Women	18.5% (151)	35.3%	-16.8%
Black Men	6.4% (52)	4.9%	1.5%
Black Women	9.2% (75)	5.4%	3.8%
Hispanic Men	1.3% (11)	4.8%	-3.5%
Hispanic Women	0.9% (7)	3.3%	-2.4%
Asian American/Pacific Islander Men	3.3% (27)	1.5%	1.8%
Asian American/Pacific Islander Women	1.3% (11)	1.3%	0.0%
American Indian/Alaskan Native Men	0.6% (5)	0.3%	0.3%
American Indian/Alaskan Native Women	0.4% (3)	0.3%	0.1%

White men provide the greatest representation across four of the six PATCOB categories, with the exception of the Other White Collar and Clerical categories. White men are underrepresented by 14% (0) in the Clerical category. White men represent 16 of the 19 personnel in the Executive Levels and 329 of the 469 personnel in the GS/GM 13-15 grade levels.

The NOAA's National Weather Service is committed to increasing the representation of minorities and women in its work force. In our Strategic Plan we have developed goals which will help to change the culture of the organization. We will continue to commit resources to minority organizations and Minority Serving Institutions in an effort to increase the representation on minorities and women within NOAA's National Weather Service Headquarters.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

OVERVIEW

I. INTRODUCTION

This report provides an overview of the NOAA National Weather Service Headquarters (NOAA NWSH), FY 2002 Affirmative Employment Program Accomplishments Report for Minorities and Women and Plan Update prepared under the direction of the NOAA's NWSH Equal Employment Opportunity (EEO) Program Office.

II. PURPOSE

The FY 2002 Accomplishment Report analyzes NOAA's NWSH's accomplishments in employment and advancement opportunities for minorities and women. This plan includes the following NOAA's NWSH offices: Climate, Water, and Weather Services; Hydrologic Development; Operational Systems; Science and Technology; and the Office of the Assistant Administrator.

III. AUTHORITY

The legal authority for developing Affirmative Employment Program Plans and Accomplishment Reports for Minorities and Women is derived from Section 717, Title VII of the Civil Rights Act of 1964, as amended and Executive Order 11478, as amended by Executive Order 12106.

Guidance on preparing the Accomplishment Report is contained in the Equal Employment Opportunity Commission's (EEOC) Management Directive 714, dated October 6, 1987. Additional guidance is issued to Operating Units by the U.S. Department of Commerce, Office of Civil Rights. Special acknowledgment to Marlene Edge, EEOC Philadelphia, for technical assistance during fiscal year 2002.

IV. DATA SOURCE

The statistics used to prepare this Accomplishment Report are provided by the National Oceanic and Atmospheric Administration (NOAA) personnel database system. Statistics are compared with the National Civilian Labor Force and the Occupation-Specific Civilian Labor Force statistics from the Census Bureau to determine if minorities and women are underrepresented in NOAA's NWSH's Occupational Categories, Mission-Related Occupations, and Grade Groupings. In addition, NOAA's NWSH offices submit a report outlining their noteworthy activities during the year. Information is consolidated from these reports and compiled into the NOAA's NWSH plan. Information from this plan is used to prepare the NOAA-wide plan.

AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

OVERVIEW (Continued)

5. FY 2002 ACCOMPLISHMENT REPORT SECTIONS

A. Cover Page

This page contains the name and address of the organization, the number of employees at NOAA's National Weather Service Headquarters (NOAA's NWSH) as of September 30, 2002, the name and title of the individual responsible for completing the report, and the name and title of the organization head.

B. Work Force Analysis

This section provides a narrative about the employment of Equal Employment Opportunity (EEO) groups in Occupational Categories, Mission-Related Occupations and Grade Groupings as compared with the National Civilian Labor Force (NCLF) data. EEO groups in this study include the following: White men and women, Black men and women, Hispanic men and women, American Indian/Alaskan Native men and women, and Asian American/Pacific Islander men and women.

Statistical data was provided by the NOAA Civil Rights Office on September 30, 2002. The 1990 census NCLF statistics were used for analyzing this information.

C. Accomplishment Report of Objectives and Action Items

This section documents progress on achievement of objectives and action items outlined in the NOAA's National Weather Service (NWS) Headquarters FY 2002 Affirmative Employment Program Plan for Minorities and Women.

D. Noteworthy Accomplishments and Activities

This section highlights the NOAA's NWSH's achievements in employment and advancement opportunities for minorities and women during FY 2002.

VI. FY 2003 PLAN UPDATE

A. Planned Changes for FY 2003

This section identifies changes and planned updates to the NOAA's NWSH affirmative employment plan that will be implemented during FY 2003.

FY 2001 AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

OVERVIEW (Continued)

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Appendix A: 2002 ACCOMPLISHMENTS BY OCCUPATIONAL CATEGORIES (PATCOB)

Appendix B: 2002 ACCOMPLISHMENTS BY MISSION-RELATED OCCUPATIONS

Appendix C: 2002 ACCOMPLISHMENTS BY GRADE GROUPINGS

Appendix D: DISTRIBUTION OF EEO GROUPS AND COMPARISON BY PATCOB AS OF SEPTEMBER 30, 2002

Appendix E: DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION-RELATED OCCUPATIONS AS OF SEPTEMBER 30, 2002

Appendix F: 2002 PROMOTIONS BY PATCOB

Appendix G: MICA DISTRIBUTION OF EEO GROUPS AND COMPARISON BY PATCOB AS OF SEPTEMBER 2002

Appendix H: MICA DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION-RELATED OCCUPATIONS AS OF SEPTEMBER 2002

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REPORT FOR FISCAL YEAR 2002**

COVER PAGE

- ◆ WORK FORCE ANALYSIS
- ◆ ACCOMPLISHMENT REPORT ON OBJECTIVES AND ACTION ITEMS
- ◆ NOTEWORTHY ACTIVITIES AND INITIATIVES

NOAA's National Weather Service Headquarters

NAME OF ORGANIZATION

Silver Spring Metro Center #2
1325 East-West Highway, Room 18205
Silver Spring, Maryland 20910

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL:

AGENCY MOC REGION COMMAND INSTALLATION
HEADQUARTERS X

NUMBER OF EMPLOYEES COVERED BY PLAN:

TOTAL 816
PROFESSIONAL 366 ADMINISTRATIVE 303 TECHNICAL 83
CLERICAL 55 OTHER WHITE COLLAR 8 BLUE COLLAR 1

Hope Hasberry, EEO Program Specialist

(301) 713-0692

Contact/Person Preparing Form

Telephone Number

Rufus B Garuthers, EEO Program Manager

(301) 713-0711

Name and Title of Principal EEO Official

Telephone Number



Signature of Principal EEO Official

Date

This signature certifies that this report is in compliance with EEO-MD-714.

 John J. Kelly, Jr., Assistant Administrator

Name and Title of Head of Organization or Designated Official


Signature of Head of Organization or Designated Official

Date

This signature certifies that this report is in compliance with EEO-MD-714.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM
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WORK FORCE ANALYSIS

Introduction

The NOAA's National Weather Service (NOAA's NWS) is one of five line offices within NOAA. NOAA's NWS is responsible for reporting the weather and providing forecasts, warnings, and other weather-related products for the protection of life and property. The NOAA's National Weather Service Headquarters (NOAA's NWSH) Office observes atmospheric phenomena, conducts meteorological research, coordinates administrative and programmatic functions, and implements Federal Government policies and regulations regarding Equal Employment Opportunity (EEO) and Affirmative Action.

Employment Analysis

This report reviews the NOAA's NWSH workforce profile by the following categories: Occupational Categories, Mission-Related Occupations, and Grade Groupings. Data for these categories is supported by two comparisons: (1) the EEO groups of the NOAA's NWSH were compared with EEO groups of the National Civilian Labor Force (NCLF) data to determine under representation at NOAA's NWSH and (2) mission-related groups of the NOAA's NWSH were compared with Occupation-specific groups of the NCLF to determine under representation at NOAA's NWSH.

An analysis of the NOAA's NWSH employment statistics dated September 30, 2002, shows an increase in the NOAA's NWSH workforce from 777 permanent employees in FY 2001 to 816 permanent employees in FY 2002. The number of employees in the Professional, administrative, Clerical, and Other White Collar occupational categories increased. The Blue Collar occupational category remained the same. The number of employees in the Technical occupational category decreased. The most significant increase in the number of employees is seen in the Professional occupational category (+25). *Reference Appendix A.*

- ◆ Professional occupational category increased by 7.3% (+25).
- ◆ Administrative occupational category increased by 5.9% (+17).
- ◆ Technical occupational category decreased by 7.8% (-7).
- ◆ Clerical occupational category increased by 3.8% (+2).
- ◆ Other White Collar occupational category increased by 33.3% (+2).
- ◆ Blue Collar occupational category remained the same.

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WORK FORCE ANALYSIS (Continued)

Men comprise 69.7% (569) and women comprise 30.3% (247) of the NOAA's National Weather Service Headquarters (NOAA's NWSH) total workforce. The percentage of men increased by 4.8% (+26) and the percentage of women increased by 5.6% (+13). The following list represents an overview of changes within all occupational categories for FY 2001. *Reference Appendix A.*

- ◆ White men increased by 3.0% (+14).
- ◆ White women increased by 2.7% (+4).
- ◆ Black men increased by 18.2% (+8).
- ◆ Black women increased by 7.1% (+5).
- ◆ Hispanic men remained the same.
- ◆ Hispanic women increased by 40.0% (+2).
- ◆ Asian American/Pacific Islander men increased by 17.4% (+4).
- ◆ Asian American/Pacific Islander women increased by 22.2% (+2).
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women remained the same.

The number of employees in the Meteorologist Technician decreased. All other occupations increased. *Reference Appendix B.*

- ◆ Meteorologist increased by 3.3% (+5).
- ◆ Meteorologist Technician decreased by 14.3% (-1).
- ◆ Electronics Engineer increased by 7.9% (+5).
- ◆ Electronics Technician increased by 3.6% (+2).
- ◆ Physical Scientist increased by 6.5% (+4).
- ◆ Information Technologist increased by 1.2% (+2).
- ◆ Hydrologist increased by 15.2% (+5).

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WORK FORCE ANALYSIS (Continued)

A comparison of the NOAA's National Weather Service Headquarters (NOAA's NWSH) workforce and the National Civilian Labor Force (NCLF) shows the percentage of White men, Black men and women, Asian American/Pacific Islander men, and American Indian/Alaska Native men and women was higher than the NCLF percentage. The percentage for all other Equal Employment Opportunity (EEO) groups was lower than the NCLF percentage. *Reference Appendix A.*

EMPLOYMENT

EEO Group	NOAA's NWSH %	NCLF %	Difference
White Men	58.1% (474)	42.6%	15.5%
White Women	18.5% (151)	35.3%	-16.8%
Black Men	6.4% (52)	4.9%	1.5%
Black Women	9.2% (75)	5.4%	3.8%
Hispanic Men	1.3% (11)	4.8%	-3.5%
Hispanic Women	0.9% (7)	3.3%	-2.4%
Asian American/Pacific Islander Men	3.3% (27)	1.5%	1.8%
Asian American/Pacific Islander Women	1.3% (11)	1.3%	0.0%
American Indian/Alaskan Native Men	0.6% (5)	0.3%	0.3%
American Indian/Alaskan Native Women	0.4% (3)	0.3%	0.1%

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WORK FORCE ANALYSIS

**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories from FY 2001 to FY 2002**

This section describes the occupational categories at NOAA's National Weather Service Headquarters (NOAA's NWSH) and shows significant changes in representation of EEO groups in NOAA's NWSH's occupational categories. The occupational categories at NOAA's NWSH are as follows: Professional, Administrative, Technical, Clerical, Other White Collar, and Blue Collar (PATCOB).

Professional

Professional occupations include the following: Electronics Engineers, General Engineers, Hydrologists, Meteorologists, and Physical Scientists. These positions require knowledge in a field of learning acquired through education or training equivalent to a Bachelor's degree or a higher level degree.

The number of NOAA's NWSH employees in the Professional occupational category increased from 341 in FY 2001 to 366 in FY 2002. This represents a 7.3% increase in the Professional occupational category (+25 employees). This occupational category is the largest group of employees in the NOAA's NWSH workforce. Among these employees, men comprise 83.9% (307) and women comprise 16.1% (59). The number of men increased by 5.1% (+15) and the number of women increased by 20.4% (+10). *Reference Appendix A.*

Meteorologist (+5), Electronic Engineers (+5), Physical Scientist (+4), and Hydrologists (+5) mission-related occupational categories increased. No statistical data was provided for General Engineers. *Reference Appendix B.*

White men comprise 74.9% (274) of employees in the Professional occupational category. *Reference Appendix A.*

- ◆ White men increased by 5.0% (+13).
- ◆ White women increased by 23.1% (+9).
- ◆ Black men increased by 10.0% (+1).
- ◆ Black women remained the same.
- ◆ Hispanic men increased by 16.7% (+1).
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Island remained the same.
- ◆ Asian American/Pacific Island women remained the same.
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women increased by 100% (+1).

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WORK FORCE ANALYSIS

**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories from FY 2001 to FY 2002 (Continued)**

Administrative

Administrative occupations include the following: Computer Specialists and Program Analysts. These positions require analytical abilities and the understanding of principles, concepts, and practices within administration and management.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Administrative occupational category increased from 286 in FY 2001 to 303 in FY 2002. This represents a 5.9% increase in the Administrative occupational category (+17 employees). This occupational category is the second largest group of employees in the NOAA's NWSH workforce. Among these employees, men comprise 62.0% (188) and women comprise 38.0% (115). The number of men increased by 5.6% (+10) and the number of women increased by 6.5% (+7). *Reference Appendix A.*

Employment in the Information Technologist (+2) mission-related occupational category increased. No statistical data was provided for Program Analysts. *Reference Appendix B.*

The percentage of White men in the Administrative occupational category for FY 2002 was 46.5% (141). *Reference Appendix A.*

- ◆ White men decreased by 0.7% (-1).
- ◆ White women remained the same.
- ◆ Black men increased by 32.0% (+8).
- ◆ Black women increased by 19.2% (+5).
- ◆ Hispanic men decreased by 25.0% (-1).
- ◆ Hispanic women increased by 33.3% (+1).
- ◆ Asian American/Pacific Islander increased by 57.1% (+4).
- ◆ Asian American/Pacific Islander women increased by 28.6% (+2).
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women decreased by 100.0% (-1).

**Were not represented.*

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WORK FORCE ANALYSIS

**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories from FY 2001 to FY 2002 (Continued)**

Technical

Technical positions include the following: Meteorological Technician and Electronics Technician. These positions require scientific non-routine work associated with supporting employees in Professional occupations.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Technical occupational category decreased from 90 in FY 2001 to 83 in FY 2002. This represents a 7.8% decrease in the Technical occupational category (-7 employees). This occupational category is the third largest group of employees in the NOAA's NWSH workforce. Among these employees, men comprise 80.7% (67) and women comprise 19.3% (16). The number of men decreased by 1.5% (-1) and the number of women decreased by 27.3% (-6). *Reference Appendix A.*

Employment in the Meteorological Technician mission-related occupational category decreased by 14.3% (-1). Electronics Technician employment increased by 3.6% (+2). *Reference Appendix B.*

The percentage of White men in the Technical occupational category for FY 2002 was 67.5% (56). *Reference Appendix A.*

- ◆ White men increased by 1.8% (+1).
- ◆ White women decreased by 25.0% (-4).
- ◆ Black men decreased by 16.7% (-1).
- ◆ Black women decreased by 40.0% (-2).
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men decreased by 33.3% (-1)%.
- ◆ American Indian/Alaskan Native women remained the same.

**Were not represented.*

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WORK FORCE ANALYSIS

**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories from FY 2001 to FY 2002 (Continued)**

Clerical

The Clerical occupations include the following: Secretaries, Typing Clerks, and Office Automation Clerks. These positions require structured work in support of office, business, or fiscal operations.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Clerical occupational category increased from 53 in FY 2001 to 55 in FY 2002. This represents a 3.8% increase in the Clerical occupational category (+2 employee). This occupational category is the fourth largest group of employees in the NOAA's NWSH workforce. Among these employees, men comprise 1.8% (1) and women comprise 98.2% (54). The number of men decreased by 50.0% (-1) and the number of women increased by 5.9% (+2). *Reference Appendix A.*

No statistical breakdown was provided for Secretaries, Typing Clerks, and Office Automation Clerks. *Reference Appendix B.*

The percentage of White men in the Clerical occupational category for FY 2002 was 0.0% (0). *Reference Appendix A.*

- ◆ *White men remained the same.
- ◆ White women decreased by 5.0% (-1).
- ◆ Black men decreased by 50.0% (-1).
- ◆ Black women increased by 10.7% (+3).
- ◆ *Hispanic men remained the same.
- ◆ Hispanic women increased by 100.00% (+1).
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women remained the same.

**Were not represented.*

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WORK FORCE ANALYSIS

**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories from FY 2001 to FY 2002 (Continued)**

Other White Collar

Other White Collar occupations include the following: Student Trainees, Guards, and Crafts and Trades Specialists. These positions require professional responsibilities specific to each occupation.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Other White Collar occupational category increased from 6 in FY 2001 to 8 in FY 2002. This represents a 33.3% increase in the Other White Collar occupational category (+2 employees). This occupational category is the fifth largest group of employees in the NOAA's NWSH workforce. Among these employees, men comprise 62.5% (5) and women comprise 37.5% (3). The number of men increased by 150.0% (+3) and the number of women decreased by 25.0% (-1). *Reference Appendix A.*

No statistical breakdown was provided for Student Trainers, Guards, and Crafts and Trades Specialists. *Reference Appendix B.*

The percentage of White men in the Other White Collar occupational category for FY 2002 was 25.0 % (2). *Reference Appendix A.*

- ◆ White men increased by 100.0% (+1).
- ◆ White women remained the same.
- ◆ Black men increased by 100.0% (+1).
- ◆ Black women decreased by 33.3% (-1).
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men increased by 100.0% (+1).
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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WORK FORCE ANALYSIS

**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories from FY 2001 to FY 2002 (Continued)**

Blue Collar

Blue Collar occupations include the following: Electrician, Plumber, and Facilities Maintenance. These positions require professional training specific to each occupation.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Blue Collar occupational category remained the same as in FY 2002 (1). Men represent 100% (1).

No statistical breakdown was provided for Electrician, Plumber, and Facilities Maintenance.
Reference Appendix B.

The percentage of White men in the Blue Collar occupational category for FY 2002 was 100% (1). *Reference Appendix A.*

◆ All areas remained the same.

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories Compared with the National Civilian Labor Force (NCLF) Data**

This section of the Accomplishment Report identifies those EEO groups that are under-represented in the NOAA's National Weather Service Headquarters (NOAA's NWSH) occupational categories when compared with the National Civilian Labor Force (NCLF). Underrepresentation occurs when the percentage representation of an EEO group, for a given employment occupational category, is less than its corresponding percentage representation in the NCLF. Severe underrepresentation occurs when an EEO group is not represented in a given occupational category. *See Appendix D.*

Professional

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 17.2%.
- ◆ Black women by 1.0%.
- ◆ Hispanic men by 0.2%.
- ◆ Hispanic women by 1.1%.
- ◆ Asian American/Pacific Islander women by 1.6%.

Administrative

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 17.0%.
- ◆ Hispanic men by 1.6%.
- ◆ Hispanic women by 1.3%.
- ◆ *American Indian/Alaskan Native men by 0.3%.
- ◆ *American Indian/Alaskan Native women by 0.3%.

****Were not represented.***

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories Compared with the National Civilian Labor Force (NCLF) Data
(Continued)**

Technical

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 28.4%.
- ◆ Black women by 3.0%.
- ◆ Hispanic men by 2.0%.
- ◆ *Hispanic women by 3.4%.
- ◆ *Asian American/Pacific Islander women by 1.6%.

**Were not represented.*

Clerical

Underrepresentation is reported for the following EEO groups:

- ◆ *White men by 14.0%.
- ◆ White women by 28.9%.
- ◆ Black men by 1.0%.
- ◆ *Hispanic men by 1.7%.
- ◆ Hispanic women by 1.6%.
- ◆ *Asian American/Pacific Islander men by 0.8%.
- ◆ Asian American/Pacific Islander women by 0.1%.
- ◆ *American Indian/Alaskan Native men by 0.1%.

**Were not represented.*

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Occupational Categories Compared with the National Civilian Labor Force (NCLF) Data
(Continued)**

Other White Collar

Underrepresentation is reported for the following EEO groups:

- ◆ White men by 42.6%.
- ◆ *Hispanic men by 4.8%.
- ◆ *Hispanic women by 1.0%.
- ◆ *Asian American/Pacific Islander men by 1.2%.
- ◆ *Asian American/Pacific Islander women by 0.3%.
- ◆ *American Indian/Alaskan Native women by 0.2%.

**Were not represented.*

Blue Collar

Underrepresentation is reported for the following EEO groups:

- ◆ *White women by 9.8%.
- ◆ *Black men by 9.1%.
- ◆ *Black women by 2.2%.
- ◆ *Hispanic men by 8.7%.
- ◆ *Hispanic women by 1.5%.
- ◆ *Asian American/Pacific Islander men by 1.7%.
- ◆ *Asian American/Pacific Islander women by 0.5%.
- ◆ *American Indian/Alaskan Native men by 0.8%.
- ◆ *American Indian/Alaskan Native women by 0.2%.

*There is only one employee at NOAA's National Weather Service Headquarters
(NOAA's NWSH) in the Blue Collar occupational category, a White male.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002**

This section describes the mission-related occupations at NOAA's National Weather Service Headquarters (NOAA's NWSH) and shows significant changes in representation of EEO groups in the NOAA's NWSH's mission-related occupations. The mission-related occupations at NOAA's NWSH are as follows: Meteorologist, Meteorologist Technician, Electronics Engineer, Electronics Technician, Physical Scientist, Computer Specialist, and Hydrologist.

Meteorologist (Series 1340)

A Meteorologist position requires a technical understanding of atmospheric and hydro logic sciences in preparation of forecasts, warnings, and public service duties.

The number of NOAA's NWSH employees in the Meteorologist mission-related occupational series increased from 150 in FY 2001 to 155 in FY 2002. This represents an 3.3% increase in the Meteorologist series (+5 employees). Among these employees, men comprise 82.6% (128) and women comprise 17.4% (27). The number of men remained the same and the number of women increased by 22.7 (+5). White men comprise 78.7% (122). *Reference Appendix B.*

- ◆ White men increased by 0.8% (+1).
- ◆ White women increased by 22.2% (+4).
- ◆ Black men remained the same.
- ◆ Black women remained the same.
- ◆ Hispanic men remained the same.
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men decreased by 33.3% (-1).
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women increased by 100.0% (+1).

**Were not represented.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002 (Continued)**

Meteorologist Technician (Series 1341)

A Meteorologist Technician position requires an understanding of atmospheric and hydro logic sciences, as well as the ability to provide public service duties and support in the collection, preparation, and dissemination of meteorological data and products.

The number of NOAA's NWSH employees in the Meteorologist Technicians mission-related occupational series decreased from 7 in FY 2001 to 6 FY 2002. This represents a 14.3% decrease in the Meteorologist Technicians series (-1 employee). Among these employees, men comprise 66.7% (4) and women comprise 33.3% (2). The number of men remained the same and the number of women decreased by 33.3% (-1). White men comprise 66.7% (4). *Reference Appendix B.*

- ◆ White men remained the same.
- ◆ White women decreased by 50.0% (-1).
- ◆ *Black men remained the same.
- ◆ Black women remained the same.
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002 (Continued)**

Electronics Engineer (Series 855)
--

An Electronics Engineer position requires an understanding of sound engineering practices and technical expertise in program management and oversight.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Electronics Engineer mission-related occupational series increased from 63 in FY 2001 to 68 in FY 2002. This represents an 7.9% increase in the Electronics Engineer series (+5 employees). Among these employees, men comprise 89.7% (61) and women comprise 10.3% (7). The number of men increased by 5.2% (+3) and the number of women increased by 40.0% (+2). White men comprise 70.6% (48). *Reference Appendix B.*

- ◆ White men increased by 4.3% (+2).
- ◆ White women increased by 25.0% (+1).
- ◆ Black men increased by 25.0% (+1).
- ◆ Black women increased by 100.0% (+1).
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002 (Continued)**

Electronics Technician (Series 856)
--

An Electronics Technician position requires technical expertise in hardware diagnostics, maintenance, and repair.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Electronics Technician mission-related occupational series increased from 55 in FY 2001 to 57 in FY 2002. This represents an 3.6% increase in the Electronics Technician series (+2 employees). Among these employees, men comprise 96.5% (55) and women comprise 3.5% (2). The number of men increased by 3.8% (+2) and the number of women remained the same. White men comprise 82.5% (47). *Reference Appendix B.*

- ◆ White men increased by 4.4% (+2).
- ◆ White women remained the same.
- ◆ Black men remained the same.
- ◆ *Black women remained the same.
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002 (Continued)**

Physical Scientist (Series 1301)

A Physical Scientist position requires an understanding of atmospheric and hydro logic sciences as well as expertise in management and administrative policy and procedures.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Physical Scientist mission-related occupational series increased from 62 in FY 2001 to 66 in FY 2002. This represents a 6.5% increase in the Physical Scientist series (+4 employees). Among these employees, men comprise 84.8% (56) and women comprise 15.2% (10). The number of men increased by 5.7% (+3) and the number of women increased by 11.1% (+1). White men comprise 75.8% (50). *Reference Appendix B.*

- ◆ White men increased by 2.0% (+1).
- ◆ White women increased by 14.3% (+1).
- ◆ Black men remained the same.
- ◆ Black women remained the same.
- ◆ Hispanic men increased by 100.0% (+1).
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men increased by 33.3% (+1).
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002 (Continued)**

Information Technologist (Series 2210)

A Computer Specialist position requires the ability to draw flow charts, write operating procedures, develop data documentation, create test data, and make changes to existing software systems.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Computer Specialist mission-related occupational series increased from 172 in FY 2001 to 174 in FY 2002. This represents a 1.2% increase in the Information Technologist series (+2 employees). Among these employees, men comprise 71.3% (124) and women comprise 28.7% (50). The number of men increased by 1.6% (+2) and the number of women remained the same. White men comprise 54.0% (94). *Reference Appendix B.*

- ◆ White men decreased by 4.1% (-4).
- ◆ White women decreased by 3.4% (-1).
- ◆ Black men increased by 20.0% (+3).
- ◆ Black women remained the same.
- ◆ Hispanic men decreased by 33.3% (-1).
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men increased by 66.7% (+4).
- ◆ Asian American/Pacific Islander women increased by 14.3% (+1).
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**Changes in Representation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations from FY 2001 to FY 2002 (Continued)**

Hydrologist (Series 1315)

A Hydrologist position requires an understanding of hydro logic sciences in preparation of forecasts, warnings, and public service duties.

The number of NOAA's National Weather Service Headquarters (NOAA's NWSH) employees in the Hydrologist mission-related occupational series increased from 33 in FY 2001 to 38 in FY 2002. This represents a 15.2% increase in the Hydrologist series (+5 employees). Among these employees, men comprise 84.2% (32) and women comprise 15.8% (6). The number of men increased by 14.3% (+4) and the number of women increased by 20.0% (+1). White men comprise 76.3% (29). *Reference Appendix B.*

- ◆ White men increased by 16.0% (+4).
- ◆ White women increased by 25.0% (+1).
- ◆ Black men remained the same.
- ◆ Black women remained the same.
- ◆ Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

**Were not represented.*

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations Compared With the
National Civilian Labor Force (NCLF) Data**

This section identifies EEO groups that are under represented within NOAA's National Weather Service Headquarters (NOAA's NWSH) mission-related occupations when compared with the NCLF. Underrepresentation occurs when the percentage representation of an EEO group, for a given employment occupational category, is less than its corresponding percentage representation in the National Civilian Labor Force (NCLF). Severe underrepresentation occurs when an EEO group is not represented in a given occupational category. *Reference Appendix E.*

Meteorologist (Series 1340)

Underrepresentation is reported for the following EEO groups:

- ◆ White men by 1.3%
- ◆ Black men by 1.0%.
- ◆ Hispanic men by 0.7%.
- ◆ Hispanic women by 0.2%.
- ◆ Asian American/Pacific Islander men by 1.3%.
- ◆ *Asian American/Pacific Islander women by 0.7%.
- ◆ *American Indian/Alaskan Native men by 0.4%.

Meteorologist Technician (Series 1341)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 8.0%.
- ◆ *Black men by 4.3%.
- ◆ *Hispanic men by 4.0%.
- ◆ *Hispanic women by 2.2%.
- ◆ *Asian American/Pacific Islander men by 4.4%.
- ◆ *Asian American/Pacific Islander women by 2.4%.
- ◆ *American Indian/Alaskan Native men by 0.4%.
- ◆ *American Indian/Alaskan Native women by 0.2%.

**Were not represented.*

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations Compared With the
National Civilian Labor Force (NCLF) Data (Continued)**

Electronics Engineer (Series 855)
--

Underrepresentation is reported for the following EEO groups:

- ◆ White men by 6.2%.
- ◆ White women 0.2%.
- ◆ *Hispanic women by 0.4%.

****Were not represented.*** American Indian/Alaskan Native women were not represented but were not under represented according to the NCLF percentage.

Electronics Technician (Series 856)
--

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 6.6%.
- ◆ Black men by 0.2%.
- ◆ *Black women by 1.7%.
- ◆ Hispanic men by 3.1%.
- ◆ *Hispanic women by 1.0%.
- ◆ Asian American/Pacific Islander men by 1.3%.
- ◆ *Asian American/Pacific Islander women by 0.9%.
- ◆ *American Indian/Alaskan Native women by 0.1%.

****Were not represented.***

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations Compared With the
National Civilian Labor Force (NCLF) Data (Continued)**

Physical Scientist (Series 1301)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 13.2%.
- ◆ Black men by 0.8%.
- ◆ Hispanic men by 0.1%.
- ◆ *Hispanic women by 0.4%.
- ◆ *Asian American/Pacific Islander women by 0.8%.
- ◆ *American Indian/Alaskan Native men by 0.2%.
- ◆ *American Indian/Alaskan Native women by 0.2%.

**Were not represented.*

Information Technologist (Series 2210)

Underrepresentation is reported for the following EEO groups:

- ◆ White men by 3.5%.
- ◆ White women by 9.6%.
- ◆ Hispanic men by 1.2%
- ◆ *American Indian/Alaska Native men by 0.2%.
- ◆ *American Indian/Alaska Native women by 0.1%.

**Were not represented.*

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**Underrepresentation of Equal Employment Opportunity (EEO) Groups by
Mission-Related Occupations Compared With the
National Civilian Labor Force (NCLF) Data (Continued)**

Hydrologist (Series 1315)

Underrepresentation is reported for the following EEO groups:

- ◆ White women by 12.1%.
- ◆ *Hispanic women by 0.4%.
- ◆ *Asian American/Pacific Islander women by 0.8%.
- ◆ *American Indian/Alaskan Native men were under represented by 0.2%.
- ◆ *American Indian/Alaskan Native women were under represented by 0.2%.

****Were not represented.***

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**Representation of Equal Employment Opportunity (EEO) Groups by
Grade Groupings as of September 30, 2002**

As of September 30, 2002, there were 816 employees in the NOAA's National Weather Service Headquarters (NOAA's NWSH) total work force. This section shows representation of EEO groups by Grade Groupings. A detailed analysis of each Grade group is provided. *Reference Appendix C.*

Grade Range	2001 #	2002 #
GS 1-4	3	5
GS 5-8	81	82
GS 9-12	228	240
GS/GM 13-15	445	469
Executive Levels	19	19
Blue Collar	1	1

In comparing FY 2001 and FY 2002, the following results were reached:

- ◆ GS 1-4 grade range increased by 66.7% (+2).
- ◆ GS 5-8 grade range increased by 1.2% (+1).
- ◆ GS 9-12 grade range increased by 5.3% (+12).
- ◆ GS/GM 13-15 grade range increased by 5.4% (+24).
- ◆ Executive Levels grade range remained the same.
- ◆ Blue Collar grade range remained the same.

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**Representation of Equal Employment Opportunity (EEO) Groups by
Grade Groupings as of September 30, 2002**

General Schedule 1-4

- ◆ Total employment increased by 66.7% (+2).
- ◆ Total men increased by 100.0% (+1).
- ◆ Total women increased by 50.0% (+1)
- ◆ White men increased by 100.0% (+1).
- ◆ White women increased by 100.0% (+1).
- ◆ Black men decreased by 100.0% (-1).
- ◆ Black women remained the same.
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men increased by 100% (+1).
- ◆ *American Indian/Alaskan Native women remained the same.

** Were not represented.*

General Schedule 5-8

- ◆ Total employment increased by 1.2% (+1).
- ◆ Total men increased by 7.7% (+1).
- ◆ Total women remained the same.
- ◆ White men decreased by 28.6% (-2).
- ◆ White women decreased by 14.7% (-5).
- ◆ Black men increased by 16.7% (+1).
- ◆ Black women increased by 12.9% (+4).
- ◆ *Hispanic men remained the same.
- ◆ Hispanic women increased by 100.0% (+1).
- ◆ Asian American/Pacific Islander men increased by 200% (+2).
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women remained the same.

** Were not represented.*

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**Representation of Equal Employment Opportunity (EEO) Groups by
Grade Groupings as of September 30, 2002 (Continued)**

General Schedule 9-12

- ◆ Total employment increased by 5.3% (+12).
- ◆ Total men increased by 6.0% (+9).
- ◆ Total women increased by 3.8% (+3).
- ◆ White men increased by 3.4% (+4).
- ◆ White women increased by 2.1% (+1).
- ◆ Black men increased by 29.4% (+5).
- ◆ Black women increased by 4.5% (+1).
- ◆ Hispanic men decreased by 20.0% (-1).
- ◆ Hispanic women increased by 33.3% (+1)
- ◆ Asian American/Pacific Islander men increased by 16.7% (+1).
- ◆ Asian American/Pacific Islander women remained the same.
- ◆ American Indian/Alaskan Native men remained the same.
- ◆ American Indian/Alaskan Native women remained the same.

General Service/GM 13-15

- ◆ Total employment increased by 5.4% (+24)
- ◆ Total men increased by 4.2% (+15).
- ◆ Total women increased by 10.7% (+9).
- ◆ White men increased by 3.8% (+12).
- ◆ White women increased by 10.8% (+7).
- ◆ Black men increased by 10.5% (+2).
- ◆ Black women remained the same.
- ◆ Hispanic men increased by 16.7% (+1).
- ◆ Hispanic women remained the same.
- ◆ Asian American/Pacific Islander men increased by 5.9% (+1).
- ◆ Asian American/Pacific Islander women increased by 66.7% (+2).
- ◆ American Indian/Alaskan Native men decreased by 50.0% (-1).
- ◆ American Indian/Alaskan Native women remained the same.

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**Representation of Equal Employment Opportunity (EEO) Groups by
Grade Groupings as of September 30, 2002 (Continued)**

Executive Levels

- ◆ Total employment remained the same.
- ◆ Total men remained the same.
- ◆ Total women remained the same.
- ◆ White men decreased by 5.9% (-1).
- ◆ *White women remained the same.
- ◆ Black men increased by 100.0% (+1).
- ◆ Black women remained the same.
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

* *Were not represented.*

Blue Collar

- ◆ Total employment remained the same.
- ◆ Total men remained the same.
- ◆ *Total women remained the same.
- ◆ White men remained the same.
- ◆ *White women remained the same.
- ◆ *Black men remained the same.
- ◆ *Black women remained the same.
- ◆ *Hispanic men remained the same.
- ◆ *Hispanic women remained the same.
- ◆ *Asian American/Pacific Islander men remained the same.
- ◆ *Asian American/Pacific Islander women remained the same.
- ◆ *American Indian/Alaskan Native men remained the same.
- ◆ *American Indian/Alaskan Native women remained the same.

* *Were not represented.*

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS**

PROGRAM ELEMENT: ORGANIZATION AND RESOURCES

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native men and women

OBJECTIVE: Create a standard for measuring the NOAA's NWS Executive Board's commitment to and concern for EEO issues.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Service.

TARGET DATE: 9/30/2002

<u>Action Items</u>	<u>Responsible Official</u>	<u>Target Date</u>
1. Meet with Headquarters Affirmative Employment Coordinators and Regional EEO Program Managers to evaluate EEO Program progress nationwide.	EEO Program Office, AEP Coordinators, and EEO Managers	9/30/2002

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

Organization and Resources (Continued)

Action Item 1: Meet with Headquarters Affirmative Employment Coordinators and Regional EEO Program Managers to evaluate EEO Program progress nationwide.

Comments: On-going. In FY 2002, no formal meetings were scheduled between Regional EEO Program Managers, Headquarter Affirmative Employment Coordinators, and EEO Program staff, however, monthly Underrepresentation Council meetings were held in which these individuals, Regional/Headquarters Directors and staff office managers discussed ways to improve the agency's recruitment efforts and increase the representation of all EEO groups underrepresented in the agency's PATCOB categories and mission-related occupations. The EEO Program office conducted an EEO Managers Workshop for October 2002.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS**

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native applicants.

OBJECTIVE: To increase the representation of minorities and women by 1% in FY 2002.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Services.

TARGET DATE: 9/30/2002

<u>Action Items</u>	<u>Responsible Official</u>	<u>Target Dates</u>
1. Develop recruitment and placement strategies that will increase minority and women representation by 1% in FY 2002.	AA, EEO Program Office , and Human Resources Office	9/30/2002

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

Recruitment and Hiring (Continued)

Action Item 1: Develop recruitment and placement strategies that will increase minority and women representation by 1% in FY 2002.

Comments: In FY 2002 we met our goal to increase the representation of minorities and women by 1%. Each region and office was responsible for developing a recruitment plan. The plans included: recruiting through the Student Educational Experience Programs to hire minorities and women into our work force. The plans also included suggestions on ways to disseminate our vacancy announcements to a more diverse audience. In FY 2002, we placed an ad in the National Society of Black Engineers magazine. We hope the ad will generate more interest from minority students in careers at NOAA's NWS.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS**

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native men and women.

OBJECTIVE: Appoint Representation (Special Emphasis) program Coordinators.

RESPONSIBLE OFFICIAL: Deputy Assistant Administrator (DAA) for NOAA's National Weather Service.

TARGET DATE: 9/30/2002

<u>Action Item</u>	<u>Responsible Official</u>	<u>Target Date</u>
1. Appoint Representation Coordinators responsible for identifying barriers to career advancement for minorities and women.	DAA, EEO Program Office, and Human Resources Office	9/30/2002
2. Devise a plan to identify barriers to career advancement for minorities and women, and devise solutions to overcome those barriers.	EEO Program Office, Representation Coordinators, and Human Resources Office	9/30/2002
3. Assist in development of minority and women recruitment plans.	EEO Program Office, Representation Coordinators, and Human Resources Office	9/30/2002
4. Advertise in minority publications and newspapers.	EEO Program Office and Human Resources Office	9/30/2002

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

Employee Development (Continued)

Action Item 1: Appoint Representation Coordinators responsible for identifying barriers to career advancement for minorities and women.

Comments: During FY 2002, the NOAA's NWS hired an EEO Program Specialist to coordinate the agency's Special Emphasis Programs. He disseminated an interest letter to all employees trying to gauge their interest in serving as special emphasis program managers and/or committee members. Several individuals responded and he is now in the process of developing the guidelines, objectives, and goals of the program.

Action Item 2: Devise a plan to identify barriers to career advancement for minorities and women, and devise solutions to overcome those barriers.

Comments: In FY 2001, the Position Analysis and Change Team was developed to identify barriers which might affect the hiring or promotion of minorities and women. The team reviewed position descriptions and vacancies announcement in an effort to identify any probable barriers. The team did not identify any barriers. During FY 2002, the team's name was changed to the Retention Improvement Team (RIT). It was believed that the agency has a problem retaining minorities and women. During the year, the team made several suggestions on ways to improve the retention of minorities and women. RIT also developed a proposal for the creation of a field mentoring program. Several of RIT's other suggestions have been adopted by the agency's Executive Board.

Action Item 3: Assist in development of minority and women recruitment plans.

Comments: This action is on-going. In FY 2002, each region and office developed recruitment plans. These plans detailed how they would work to increase the representation of minorities and women in their workforce. The plans were later combined by the Deputy Assistant Administrator (DAA) into an agency-wide plan. The DAA has also asked the EEO Program office to develop a National Recruitment Plan.

Action Item 4: Advertise in minority publications and newspapers.

Comments: During FY 2002, several vacancies were targeted for placement in minority publications and also at Minority Serving Institutions. These vacancies included senior scientist positions. Also, the Office of Hydrologic Development created a recruitment ad for placement in the National Society of Black Engineers magazine. The ad was published in the magazine's Winter edition.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS**

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native men and women at the GS-13 and above level.

OBJECTIVE: Improve the representation of minorities and women in grades GS-13 and above.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Service.

TARGET DATE: 9/30/2002

<u>Action Item</u>	<u>Responsible Official</u>	<u>Target Date</u>
1. Develop Affirmative Employment Plans that address the underrepresentation of GS-13s and Above.	AA, NWS Executive Board, and EEO Program Office	9/30/2002
2. Encourage Managers and Supervisors to use developmental staffing strategies to recruit, hire, and advance minorities and women.	EEO Program Office, and Human Resources Office	9/30/2002

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

Employee Development (Continued)

Action Item 1: Develop Affirmative Employment Plans that address the underrepresentation of GS-13s and above.

Comments: This action is on going. The EEO Program office is working with the NOAA Office of Civil Rights to complete this item.

Action Item 2: Encourage Managers & Supervisors to use developmental staffing strategies to recruit, hire, and advance minorities & women.

Comments: During FY 2002, Managers and Supervisors were encouraged to use developmental staffing strategies to recruit, hire, and advance minorities and women. Managers and Supervisors were encouraged to participate in the Student Career Experience Program, the NOAA Education Partnership Program with Minority Serving Institutions, the NOAA Faculty/Student Research Participation Program, and other programs targeted to minorities in an effort to increase their representation. They are also encouraged to offer career ladder positions and to encourage employees to take training courses.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM
ACCOMPLISHMENT REPORT**

NOTEWORTHY ACTIVITIES/INITIATIVES

Highlighted below are initiatives and activities that NOAA's National Weather Service Headquarters participated in during FY 2002 in an effort to improve the representation of minorities and women in its workforce.

- In FY 2002 NOAA's National Weather Service met its goal to increase the representation of women and minorities by 1% of its total workforce population.
- NOAA's National Weather Service Headquarters promoted 37 minorities and women in FY 2002.
- NOAA's National Weather Service Headquarters recruited 8 students into the Student Career Experience Program; 6 were minorities and women.
- The NOAA's National Weather Service's Equal Employment Opportunity Program Office, placed an advertisement, developed by the Weather Services' Office of Hydrologic Development (OHD), into the Winter edition of the National Society for Black Engineers magazine. The article publicizes the different career opportunities offered in the OHD.
- Representatives from the NOAA's National Weather Service have visited and/or contacted over 25 Minority Serving Institutions in 2002. The goal was to develop new relationships and/or sustain the ones which were already in place. The colleges and universities included: North Carolina A&T, North Carolina Central University, Jackson State University, University of Maryland-Baltimore Campus, Little Big Horn College, Stone Child College, Haskell Indian Nations College, Elizabeth City State University, Central State University, St. Augustine College, Allen University, Benedict College, Morris College, South Carolina State University, Norfolk State University, Hampton University, Virginia State University, Virginia Union University, St. Paul's University, City College of the City University of New York, Bronx Community College, University of Puerto-Mayaguez, Lehman College, LaGuardia College in Queens, Florida International University, and University of Hawaii.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM
ACCOMPLISHMENT REPORT**

NOTEWORTHY ACTIVITIES/INITIATIVES (Continued)

- The American Meteorological Society, in cooperation with NOAA's National Weather Service has developed an Online Weather Studies Program for Minority Serving Institutions. The program is designed to attract individuals, especially individuals from underrepresented groups, to majors in the geosciences. The Weather Service's Training Center hosted the Implementation Workshop for the college instructors in FY 2002. Several Weather Service offices have been in contact with the colleges and universities participating in the program to offer further assistance.
- The Office of Operational Systems prepared introduction letters to submit to Minority Serving Institutions and minority professional organizations in an effort to establish partnerships with respect to internship and employment opportunities.
- NOAA's National Weather Services participated in the NOAA Undergraduate Scholarship Program with Minority Serving Institutions.
- NOAA's National Weather Service provided monetary support (\$20,000) to the Society for the Advancement of Chicanos and Native Americans in Science organization.
- NOAA's National Weather Service hired a Black male, who is in the Senior Executive Service, as Chief of its Training Division.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
MULTI-YEAR AFFIRMATIVE EMPLOYMENT PROGRAM PLAN UPDATE
FOR FISCAL YEAR 2003**

NOAA's National Weather Service Headquarters

NAME OF ORGANIZATION

Silver Spring Metro Center #2
1325 East-West Highway, Room 11348
Silver Spring, Maryland 20910

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL:

AGENCY MOC REGION COMMAND INSTALLATION
HEADQUARTERS X

NUMBER OF EMPLOYEES COVERED BY PLAN:

TOTAL 816

PROFESSIONAL 366 ADMINISTRATIVE 303 TECHNICAL 83

CLERICAL 55 OTHER WHITE COLLAR 8 BLUE COLLAR 1

Hope Hasberry, EEO Program Specialist

(301) 713-0692

Contact/Person Preparing Form

Telephone Number

Rufus B Caruthers, EEO Program Manager

(301) 713-0692

Name and Title of Principal EEO Official

Telephone Number


Signature of Principal EEO Official


Date:

5/15/03

This signature certifies that this report is in compliance with EEO-MD-714.

 John J. Kelly, Jr. Assistant Administrator

Name and Title of Head of Organization or Designated Official


Signature of Head of Organization or Designated Official

Date:

5/22/03

This signature certifies that this report is in compliance with EEO-MD-714.



U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

JUN 3 2003

MEMORANDUM FOR: All NWS Employees

FROM:

for John J. Kelly, Jr. *John E. Jones, Jr.*

SUBJECT:

Equal Employment Opportunity Policy Statement

The policy of the National Oceanic and Atmospheric Administration's National Weather Service is to provide equal access to employment regardless of race, color, religion, sex, national origin, age, sexual orientation, or physical or mental disability.

Discrimination may be displayed through disparate treatment, disparate impact, or retaliation. Disparate treatment occurs when an employee is intentionally treated differently than others who hold or are applying for similar jobs. Disparate treatment can occur in any area of employment including hiring, discipline, performance appraisal, termination, working conditions, or benefits. Disparate impact occurs when employment policies or procedures appear neutral but have a negative effect on a group with a common race, color, religion, sex, national origin, age, sexual orientation, or disability status. Retaliation occurs when management takes action against an employee because the employee participated in the Equal Employment Opportunity (EEO) complaint process or opposed agency actions believed to be discriminatory.

As an employee, it is important to understand, and utilize when necessary, the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. Should you believe you have been the victim of unlawful discrimination, you may contact the NOAA Office of Civil Rights at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

For more information on what constitutes a violation of EEO, visit the NOAA Civil Rights Office's web site at <http://www.ofa.noaa.gov/~civilr/eeopol.htm>.



AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

DELEGATION OF AUTHORITY

UPDATE

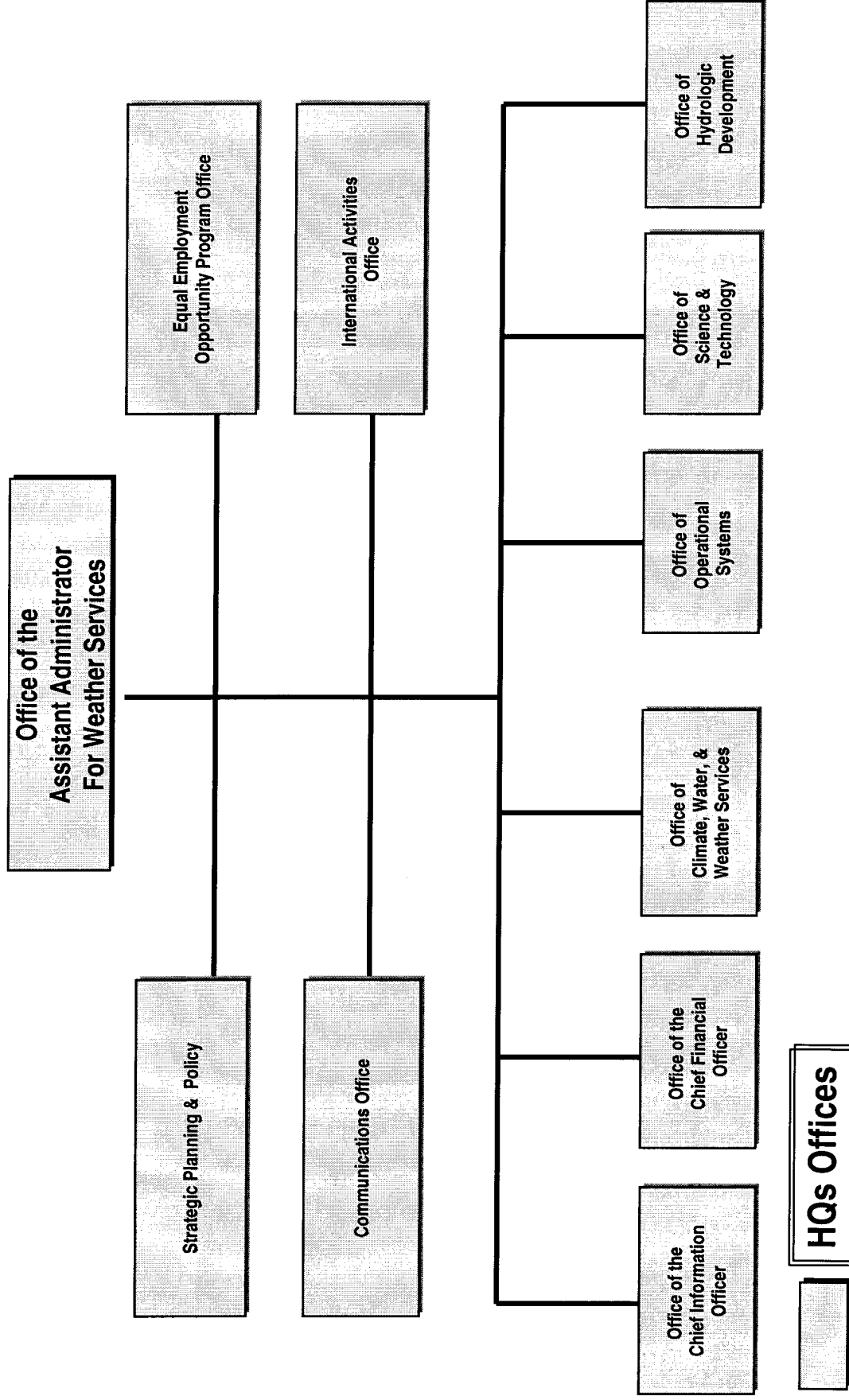
The Equal Employment Opportunity Program office reports directly to the Deputy Assistant Administrator of NOAA's National Weather Service. The DAA has been delegated these responsibilities by the Assistant Administrator. The EEO Program office has regional responsibilities for the regional EEO programs. The DAA is recognized as the EEO Officer for the entire agency. The DAA ensures: EEO is a part of managements decision-making process and EEO performance is appropriately addressed in the performance appraisals of managers and supervisors and those with EEO responsibilities.

The Assistant Administrator, Deputy Assistant Administrator, Regional and Headquarters Office Directors, Regional EEO Managers, and Affirmative Employment Coordinators work closely with the EEO Program office to administer activities and programs within their designated areas of responsibility. Guidance and oversight is given by the EEO Program Manager.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

NOAA NATIONAL WEATHER SERVICE

ORGANIZATIONAL CHART—STAFF OFFICES





U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

JUN 3 2003

MEMORANDUM FOR: All NWS Employees

FROM: *John. J. Kelly, Jr.* *John E. Jones, Jr.*
SUBJECT: Sexual Harassment Policy Statement

The policy of the National Oceanic and Atmospheric Administration's National Weather Service is to provide a work environment free of sexual harassment where all employees are treated with respect.

Sexual harassment is defined as deliberate or repeated unsolicited and unwelcome verbal comments, gestures, or physical contacts of a sexual nature. The Equal Employment Opportunity Commission has specifically defined two types of sexual harassment, quid pro quo and hostile environment, which are illegal behaviors. Quid pro quo harassment occurs when an unwelcome sexual advance is directly or indirectly made a requirement of employment or when an employment decision is based on submission to, or rejection of, unwelcome sexual advances. A hostile environment occurs when unwelcome sexual conduct is intended to, or unreasonably interferes with an employee's work performance, or creates an intimidating, hostile, or offensive work environment.

Managers and supervisors must take a strong stand against such behavior and demonstrate, through immediate action, that this type of behavior will not be tolerated. If you believe you are a victim of sexual harassment, you should seek guidance from an Equal Employment Opportunity (EEO) Manager or contact an EEO Counselor in the NOAA Civil Rights Office at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

You can use the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. For more information on what constitutes sexual harassment, visit the NOAA Civil Rights Office's web site at <http://www.ofa.noaa.gov/~civilr/eeopol.htm>.



AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

STATEMENT OF ADEQUATE MONITORING/EVALUATION SYSTEM

UPDATE

Our monitoring and evaluation system includes up-to-date- reports generated from the National Finance Center databases. The reports contain agency wide information on accessions, separations, promotions, awards, etc. The reports are analyzed by the EEO Program office staff to monitor Affirmative Employment Program status and goal accomplishments. The Deputy Assistant Administrator schedules monthly Underrepresentation Council meetings with Headquarter and Regional Directors and EEO Program office staff to evaluate the progress of the program. The EEO Program Manager has also scheduled EEO program activity reviews for each region.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

PROGRAM ANALYSIS

UPDATE

This section identifies underrepresentation in terms of manifest imbalances and conspicuous absences by EEO groups. Manifest imbalances (MI) occur when the representation of an EEO group is substantially below its representation in the NCLF. Conspicuous absence (CA) occur when an EEO group is nearly or totally nonexistent from a particular occupation or PATCOB category.

Managers and supervisors should identify manifest imbalances and conspicuously (MICA) absent levels of underrepresentation, using this report, before filling vacancies. Thus, targeted outreach efforts should be geared toward groups for which MICA levels have been identified in this report.

To determine the degree of underrepresentation of EEO groups, divide the percent of representation of the minority group or women in the workforce in a PATCOB category/occupational series by the percent of representation of the same minority group or women in the NCLF and multiply by 100. The result is the underrepresentation index or U.I.

If the U.I. is 0-10%, there is a conspicuous absence (CA) or the EEO group is nearly or totally nonexistent from a particular occupation or PATCOB category. If the U.I. is 11%-99%, this represents a manifest imbalance (MI) or the representation of an EEO group is substantially below its representation in the NCLF. A U.I. of 100% is parity in the work force.

Reference Appendix G

	WM	WW	BM	BW	HM	HW	AM	AW	AIM	AIW
Professional		MI	MI	MI	MI	MI	MI	CA		CA
Administrative		MI			MI	MI			CA	CA
Technical		MI		MI	MI	CA		CA		
Clerical	CA	MI	MI		CA	MI	CA	MI	CA	
Other	MI				CA	CA	CA	CA		CA
Blue Collar		CA	CA	CA	CA	CA	CA	CA	CA	CA

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

PROGRAM ANALYSIS (Con't)

UPDATE

Reference Appendix H

	WM	WW	BM	BW	HM	HW	AM	AW	AIM	AIW
Meteorologist	MI		MI		MI	MI	MI	CA	CA	CA
Meteorologist Tech.			CA		CA	CA	CA	CA	CA	CA
Electronics Engineer	MI	MI				CA				CA
Electronics Tech.		MI	MI	CA	MI	CA	MI	CA		CA
Physical Scientist		MI	MI		MI	CA		CA	CA	CA
Information Technologist	MI	MI			MI				CA	CA
Hydrologist		MI				CA		CA	CA	CA

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
UPDATE**

PROGRAM ELEMENT: ORGANIZATION AND RESOURCES

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native men and women

OBJECTIVE: Create a standard for measuring the NOAA's NWS's commitment to and concern for EEO issues.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Services.

TARGET DATE: 9/30/2003

<u>Action Items</u>	<u>Responsible Official</u>	<u>Target Date</u>
1. Meet quarterly with Headquarters and Regional EEO Program Managers to evaluate EEO Program progress nationwide.	EEO Program Office, AEP Coordinators, and EEO Managers	9/30/2003

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
UPDATE**

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native applicants.

OBJECTIVE: To increase the representation of minorities and women by 1% in FY 2003.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Services.

TARGET DATE: 9/30/2003

<u>Action Items</u>	<u>Responsible Official</u>	<u>Target Dates</u>
1. Develop National Affirmative Employment Plan.	AA and EEO Program Office	9/30/2003
2. Develop National Recruitment Plan.	AA, EEO Program office, and Human Resources Office	9/30/2003
3. Place career opportunity bulletin in women and minority publications and journals.	AA and all Regional and Headquarters offices	9/30/2003
4. Increase the representation of minorities and women by 1%.	AA and all Regional and Headquarters offices	9/30/2003

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
UPDATE**

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT

PROBLEM BARRIER STATEMENT: Underrepresentation of White women, Black, Hispanic, Asian American/Pacific Islander, and American Indian/Alaskan Native men and women at the GS-13 and above level.

OBJECTIVE: Improve the representation of minorities and women in all grades.

RESPONSIBLE OFFICIAL: Assistant Administrator (AA) for NOAA's National Weather Service.

TARGET DATE: 9/30/2003

<u>Action Item</u>	<u>Responsible Official</u>	<u>Target Date</u>
1. Develop mandatory EEO and Sexual Harassment Training Policy.	AA, NWS Executive Board, EEO Program Office	9/30/2003
2. Disseminate EEO and Sexual Harassment policy statement to all employees.	AA and EEO Program Office	9/30/2003
3. Encourage Managers and Supervisors to use developmental staffing strategies to recruit, hire, and advance minorities and women.	EEO Program Office, Human Resources Office	9/30/2003

APPENDIX A

2002 ACCOMPLISHMENTS BY OCCUPATIONAL CATEGORIES (PATCOB)

Occupational Category	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional	FY 01 #	341	261	39	10	8	6	1	13	1	2	0	292	49
	% of 01 Total	43.9%	76.5%	11.4%	2.9%	2.3%	1.8%	0.3%	3.8%	0.3%	0.6%	0.0%	85.6%	14.4%
	FY 02 #	366	274	48	11	8	7	1	13	1	2	1	307	59
	% of 02 Total	44.9%	74.9%	13.1%	3.0%	2.2%	1.9%	0.3%	3.6%	0.3%	0.5%	0.3%	83.9%	16.1%
	Diff. of 01/02 #s	25	13	9	1	0	1	0	0	0	0	1	15	10
Administrative	% Diff. of 01/02 #s	7.3%	5.0%	23.1%	10.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.1%	20.4%
	FY 01 #	286	142	71	25	26	4	3	7	7	0	1	178	108
	% of 01 Total	36.8%	49.7%	24.8%	8.7%	9.1%	1.4%	1.0%	2.4%	2.4%	0.0%	0.3%	62.2%	37.8%
	FY 02 #	303	141	71	33	31	3	4	11	9	0	0	188	115
	% of 02 Total	37.1%	46.5%	23.4%	10.9%	10.2%	1.0%	1.3%	3.6%	3.0%	0.0%	0.0%	62.0%	38.0%
Technical	Diff. of 01/02 #s	17	-1	0	8	5	-1	1	4	2	0	-1	10	7
	% Diff. of 01/02 #s	5.9%	-0.7%	0.0%	32.0%	19.2%	-25.0%	33.3%	57.1%	28.6%	0.0%	-100.0%	5.6%	6.5%
	FY 01 #	90	55	16	6	5	1	0	3	0	3	1	68	22
	% of 01 Total	11.6%	61.1%	17.8%	6.7%	5.6%	1.1%	0.0%	3.3%	0.0%	3.3%	1.1%	75.6%	24.4%
	FY 02 #	83	56	12	5	3	1	0	3	0	2	1	67	16
Clerical	% of 02 Total	10.2%	67.5%	14.5%	6.0%	3.6%	1.2%	0.0%	3.6%	0.0%	2.4%	1.2%	80.7%	19.3%
	Diff. of 01/02 #s	-7	1	-4	-1	-2	0	0	0	0	-1	0	-1	-6
	% Diff. of 01/02 #s	-7.8%	1.8%	-25.0%	-16.7%	-40.0%	0.0%	0.0%	0.0%	0.0%	-33.3%	0.0%	-1.5%	-27.3%
	FY 01 #	53	0	20	2	28	0	1	0	1	0	1	2	51
	% of 01 Total	6.8%	0.0%	37.7%	3.8%	52.8%	0.0%	1.9%	0.0%	1.9%	0.0%	1.9%	3.8%	96.2%
Other White Collar	FY 02 #	55	0	19	1	31	0	2	0	1	0	1	1	54
	% of 02 Total	6.7%	0.0%	34.5%	1.8%	56.4%	0.0%	3.6%	0.0%	1.8%	0.0%	1.8%	1.8%	98.2%
	Diff. of 01/02 #s	2	0	-1	-1	3	0	1	0	0	0	0	-1	3
	% Diff. of 01/02 #s	3.8%	0.0%	-5.0%	-50.0%	10.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	-50.0%	5.9%
	FY 01 #	6	1	1	1	3	0	0	0	0	0	0	2	4
Other White Collar	% of 01 Total	0.8%	16.7%	16.7%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%
	FY 02 #	8	2	1	2	2	0	0	0	0	1	0	5	3
	% of 02 Total	1.0%	25.0%	12.5%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	62.5%	37.5%
	Diff. of 01/02 #s	2	1	0	1	-1	0	0	0	0	1	0	3	-1
	% Diff. of 01/02 #s	33.3%	100.0%	0.0%	100.0%	-33.3%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	150.0%	-25.0%

APPENDIX A

2002 ACCOMPLISHMENTS BY OCCUPATIONAL CATEGORIES (PATCOB)

Occupational Category	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Blue Collar	FY 01 #	1	1	0	0	0	0	0	0	0	0	0	1	0
	% of 01 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	FY 02 #	1	1	0	0	0	0	0	0	0	0	0	1	0
	% of 02 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	Diff. of 01/02 #s	0	0	0	0	0	0	0	0	0	0	0	0	0
Category Totals	% Diff. of 01/02 #s	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 01 #	777	460	147	44	70	11	5	23	9	5	3	543	234
	% of 01 Total		59.2%	18.9%	5.7%	9.0%	1.4%	0.6%	3.0%	1.2%	0.6%	0.4%	69.9%	30.1%
	FY 02 #	816	474	151	52	75	11	7	27	11	5	3	569	247
	% of 02 Total		58.1%	18.5%	6.4%	9.2%	1.3%	0.9%	3.3%	1.3%	0.6%	0.4%	69.7%	30.3%
Diff. of 01/02 #s		39	14	4	8	5	0	2	4	2	0	0	26	13
% Diff. of 01/02 #s		5.0%	3.0%	2.7%	18.2%	7.1%	0.0%	40.0%	17.4%	22.2%	0.0%	0.0%	4.8%	5.6%

EEOC FORM 569

APPENDIX B

2002 ACCOMPLISHMENTS BY MISSION-RELATED OCCUPATIONS

Mission-Related Occupations	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Meteorologist Series 1340	FY 01 #	150	121	18	3	3	1	1	3	0	0	0	128	22
	% of 01 Total	27.7%	80.7%	12.0%	2.0%	2.0%	0.7%	0.7%	2.0%	0.0%	0.0%	0.0%	85.3%	14.7%
	FY 02 #	155	122	22	3	3	1	1	2	0	0	1	128	27
	% of 02 Total	27.5%	78.7%	14.2%	1.9%	1.9%	0.6%	0.6%	1.3%	0.0%	0.0%	0.6%	82.6%	17.4%
	Diff. of 01/02 #s	5	1	4	0	0	0	0	-1	0	0	1	0	5
Meteorologist Technician Series 1341	% Diff. of 01/02 #s	3.3%	0.8%	22.2%	100.0%	0.0%	0.0%	0.0%	-33.3%	0.0%	0.0%	0.0%	0.0%	22.7%
	FY 01 #	7	4	2	0	1	0	0	0	0	0	0	4	3
	% of 01 Total	1.3%	57.1%	28.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	42.9%
	FY 02 #	6	4	1	0	1	0	0	0	0	0	0	4	2
	% of 02 Total	1.1%	66.7%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%
Electronics Engineer Series 855	Diff. of 01/02 #s	-1	0	-1	0	0	0	0	0	0	0	0	0	-1
	% Diff. of 01/02 #s	-14.3%	0.0%	-50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-33.3%
	FY 01 #	63	46	4	4	0	2	0	5	1	0	0	58	5
	% of 01 Total	11.6%	73.0%	6.3%	6.3%	0.0%	3.2%	0.0%	7.9%	1.6%	0.0%	0.0%	92.1%	7.9%
	FY 02 #	68	48	5	5	1	2	0	5	1	1	0	61	7
Electronics Technician Series 856	% of 02 Total	12.1%	70.6%	7.4%	7.4%	1.5%	2.9%	0.0%	7.4%	1.5%	0.0%	0.0%	89.7%	10.3%
	Diff. of 01/02 #s	5	2	1	1	1	0	0	0	0	0	0	3	2
	% Diff. of 01/02 #s	7.9%	4.3%	25.0%	25.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	40.0%
	FY 01 #	55	45	2	3	0	1	0	2	0	0	0	53	2
	% of 01 Total	10.1%	81.8%	3.6%	5.5%	0.0%	1.8%	0.0%	3.6%	0.0%	0.0%	0.0%	96.4%	3.6%
Physical Scientist Series 1301	FY 02 #	57	47	2	3	0	1	0	2	0	2	0	55	2
	% of 02 Total	10.1%	82.5%	3.5%	5.3%	0.0%	1.8%	0.0%	3.5%	0.0%	3.5%	0.0%	96.5%	3.5%
	Diff. of 01/02 #s	2	2	0	0	0	0	0	0	0	0	0	2	0
	% Diff. of 01/02 #s	3.6%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	0.0%
	FY 01 #	62	49	7	1	2	0	0	3	0	0	0	53	9
Physical Scientist Series 1301	% of 01 Total	11.4%	79.0%	11.3%	1.6%	3.2%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	85.5%	14.5%
	FY 02 #	66	50	8	1	2	1	0	4	0	0	0	56	10
	% of 02 Total	11.7%	75.8%	12.1%	1.5%	3.0%	1.5%	0.0%	6.1%	0.0%	0.0%	0.0%	84.8%	15.2%
	Diff. of 01/02 #s	4	1	1	0	0	1	0	1	0	0	0	3	1
	% Diff. of 01/02 #s	6.5%	2.0%	14.3%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%	0.0%	0.0%	5.7%	11.1%

APPENDIX B

2002 ACCOMPLISHMENTS BY MISSION-RELATED OCCUPATIONS

Mission-Related Occupations	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Information Technologist Series 2210	FY 01 #	172	98	29	15	12	3	2	6	7	0	0	122	50
	% of 01 Total	31.7%	57.0%	16.9%	8.7%	7.0%	1.7%	1.2%	3.5%	4.1%	0.0%	0.0%	70.9%	29.1%
	FY 02 #	174	94	28	18	12	2	2	10	8	0	0	124	50
	% of 02 Total	30.9%	54.0%	16.1%	10.3%	6.9%	1.1%	1.1%	5.7%	4.6%	0.0%	0.0%	71.3%	28.7%
	Diff. of 01/02 #s	2	-4	-1	3	0	-1	0	4	1	0	0	2	0
Hydrologist Series 1315	% Diff. of 01/02 #s	1.2%	-4.1%	-3.4%	20.0%	0.0%	-33.3%	0.0%	66.7%	14.3%	0.0%	0.0%	1.6%	0.0%
	FY 01 #	33	25	4	1	1	1	0	1	0	0	0	28	5
	% of 01 Total	6.1%	75.8%	12.1%	3.0%	3.0%	3.0%	0.0%	3.0%	0.0%	0.0%	0.0%	84.8%	15.2%
	FY 02 #	38	29	5	1	1	1	0	1	0	0	0	32	6
	% of 02 Total	6.7%	76.3%	13.2%	2.6%	2.6%	2.6%	0.0%	2.6%	0.0%	0.0%	0.0%	84.2%	15.8%
Mission Related Occupational Category Totals	Diff. of 01/02 #s	5	4	1	0	0	0	0	0	0	0	0	4	1
	% Diff. of 01/02 #s	15.2%	16.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	20.0%
	FY 01 #	542	388	66	27	19	8	3	20	8	3	0	446	96
	% of 01 Total	100.0%	71.6%	12.2%	5.0%	3.5%	1.5%	0.6%	3.7%	1.5%	0.6%	0.0%	82.3%	17.7%
	FY 02 #	564	394	71	31	20	8	3	24	9	3	1	460	104
Mission Related Occupational Category Totals	% of 02 Total	100.0%	69.9%	12.6%	5.5%	3.5%	1.4%	0.5%	4.3%	1.6%	0.5%	0.2%	81.6%	18.4%
	Diff. of 01/02 #s	22	6	5	4	1	0	0	4	1	0	1	14	8
	% Diff. of 01/02 #s	4%	2%	8%	15%	5%	0%	0%	20%	13%	0%	100%	3%	8%

EEOC FORM 569

APPENDIX C

2002 ACCOMPLISHMENTS BY GRADE GROUPINGS

Grade Range	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
GS 1-4	FY 01 #	3	0	0	1	2	0	0	0	0	0	0	1	2
	% of 01 Total	0.4%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%
	FY 02 #	5	1	1	0	2	0	0	0	0	1	0	2	3
	% of 02 Total	0.6%	20.0%	20.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	40.0%	60.0%
	Diff. of 01/02 #s	2	1	1	-1	0	0	0	0	0	1	0	1	1
GS 5-8	% Diff. of 01/02 #s	66.7%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	50.0%
	FY 01 #	81	7	34	6	31	0	1	0	1	0	1	13	68
	% of 01 Total	10.4%	8.6%	42.0%	7.4%	38.3%	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	16.0%	84.0%
	FY 02 #	82	5	29	7	35	0	2	2	1	0	1	14	68
	% of 02 Total	10.0%	6.1%	35.4%	8.5%	42.7%	0.0%	2.4%	2.4%	1.2%	0.0%	1.2%	17.1%	82.9%
GS 9-12	Diff. of 01/02 #s	1	-2	-5	1	4	0	1	2	0	0	0	1	0
	% Diff. of 01/02 #s	1.2%	-28.6%	-14.7%	16.7%	12.9%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	7.7%	0.0%
	FY 01 #	228	118	48	17	22	5	3	6	5	3	1	149	79
	% of 01 Total	29.3%	51.8%	21.1%	7.5%	9.6%	2.2%	1.3%	2.6%	2.2%	1.3%	0.4%	65.4%	34.6%
	FY 02 #	240	122	49	22	23	4	4	7	5	3	1	158	82
GS/GM 13-15	% of 02 Total	29.4%	50.8%	20.4%	9.2%	9.6%	1.7%	1.7%	2.9%	2.1%	1.3%	0.4%	65.8%	34.2%
	Diff. of 01/02 #s	12	4	1	5	1	-1	1	1	0	0	0	9	3
	% Diff. of 01/02 #s	5.3%	3.4%	2.1%	29.4%	4.5%	-20.0%	33.3%	16.7%	0.0%	0.0%	0.0%	6.0%	3.8%
	FY 01 #	445	317	65	19	14	6	1	17	3	2	1	361	84
	% of 01 Total	57.3%	71.2%	14.6%	4.3%	3.1%	1.3%	0.2%	3.8%	0.7%	0.4%	0.2%	81.1%	18.9%
Executive Levels	FY 02 #	469	329	72	21	14	7	1	18	5	1	1	376	93
	% of 02 Total	57.5%	70.1%	15.4%	4.5%	3.0%	1.5%	0.2%	3.8%	1.1%	0.2%	0.2%	80.2%	19.8%
	Diff. of 01/02 #s	24	12	7	2	0	1	0	1	2	-1	0	15	9
	% Diff. of 01/02 #s	5.4%	3.8%	10.8%	10.5%	0.0%	16.7%	0.0%	5.9%	66.7%	-50.0%	0.0%	4.2%	10.7%
	FY 01 #	19	17	0	1	1	0	0	0	0	0	0	18	1
Executive Levels	% of 01 Total	2.4%	89.5%	0.0%	5.3%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	94.7%	5.3%
	FY 02 #	19	16	0	2	1	0	0	0	0	0	0	18	1
	% of 02 Total	2.3%	84.2%	0.0%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	94.7%	5.3%
	Diff. of 01/02 #s	0	-1	0	1	0	0	0	0	0	0	0	0	0
	% Diff. of 01/02 #s	0.0%	-5.9%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

APPENDIX C

2002 ACCOMPLISHMENTS BY GRADE GROUPINGS

Grade Range	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Totals	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Blue Collar	FY 01 #	1	1	0	0	0	0	0	0	0	0	0	1	0
	% of 01 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	FY 02 #	1	1	0	0	0	0	0	0	0	0	0	1	0
	% of 02 Total	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
	Diff. of 01/02 #s	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade Range Totals	% Diff. of 01/02 #s	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 01 #	777	460	147	44	70	11	5	23	9	5	3	543	234
	% of 01 Total	100.0%	59.2%	18.9%	5.7%	9.0%	1.4%	0.6%	3.0%	1.2%	0.6%	0.4%	69.9%	30.1%
	FY 02 #	816	474	151	52	75	11	7	27	11	5	3	569	247
	% of 02 Total	100.0%	58.1%	18.5%	6.4%	9.2%	1.3%	0.9%	3.3%	1.3%	0.6%	0.4%	69.7%	30.3%
Diff. of 01/02 #s		39	14	4	8	5	0	2	4	2	0	0	26	13
% Diff. of 01/02 #s		5.0%	3.0%	2.7%	18.2%	7.1%	0.0%	40.0%	17.4%	22.2%	0.0%	0.0%	4.8%	5.6%

EEOC FORM 569

APPENDIX D **DISTRIBUTION OF EEO GROUPS AND COMPARISON** **BY PATCOB AS OF SEPTEMBER 30, 2002**

Occupational Category	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional	FY 02 #	366	274	48	11	8	7	1	13	1	2	1
	%	44.9%	74.9%	13.1%	3.0%	2.2%	1.9%	0.3%	3.6%	0.3%	0.5%	0.3%
	NCLF %		54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
	Diff. of 02 %/NCLF %		20.2%	-17.2%	0.6%	-1.0%	-0.2%	-1.1%	0.1%	-1.6%	0.3%	0.1%
Administrative	FY 021 #	303	141	71	33	31	3	4	11	9	0	0
	%	37.1%	46.5%	23.4%	10.9%	10.2%	1.0%	1.3%	3.6%	3.0%	0.0%	0.0%
	NCLF %		42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
	Diff. of 02 %/NCLF %		4.4%	-17.0%	7.3%	4.9%	-1.6%	-1.3%	2.2%	1.6%	-0.3%	-0.3%
Technical	FY 02 #	83	56	12	5	3	1	0	3	0	2	1
	%	10.2%	67.5%	14.5%	6.0%	3.6%	1.2%	0.0%	3.6%	0.0%	2.4%	1.2%
	NCLF %		36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	1.9%	1.6%	0.4%	0.4%
	Diff. of 02 %/NCLF %		31.4%	-28.4%	2.4%	-3.0%	-2.0%	-3.4%	1.7%	-1.6%	2.0%	0.8%
Clerical	FY 02 #	55	0	19	1	31	0	2	0	1	0	1
	%	6.7%	0.0%	34.5%	1.8%	56.4%	0.0%	3.6%	0.0%	1.8%	0.0%	1.8%
	NCLF %		14.0%	63.4%	2.8%	9.6%	1.7%	5.2%	0.8%	1.9%	0.1%	0.5%
	Diff. of 02 %/NCLF %		-14.0%	-28.9%	-1.0%	46.8%	-1.7%	-1.6%	-0.8%	-0.1%	-0.1%	1.3%
Other White Collar	FY 02 #	8	2	1	2	2	0	0	0	0	1	0
	%	1.0%	25.0%	12.5%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%
	NCLF %		67.6%	11.2%	9.7%	3.2%	4.8%	1.0%	1.2%	0.3%	0.9%	0.2%
	Diff. of 02 %/NCLF %		-42.6%	1.3%	15.3%	21.8%	-4.8%	-1.0%	-1.2%	-0.3%	11.6%	-0.2%
Blue Collar	FY 02 #	1	1	0	0	0	0	0	0	0	0	0
	%	0.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	NCLF %		65.4%	9.8%	9.1%	2.2%	8.7%	1.5%	1.7%	0.5%	0.8%	0.2%
	Diff. of 02 %/NCLF %		34.6%	-9.8%	-9.1%	-2.2%	-8.7%	-1.5%	-1.7%	-0.5%	-0.8%	-0.2%

EEOC FORM 569

APPENDIX E

DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION-RELATED OCCUPATIONS AS OF SEPTEMBER 30, 2002

Mission-Related Occupations	Fiscal Year	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Meteorologist Series 1340	FY 02 #	155	122	22	3	3	1	1	2	0	0	1
	%	27.5%	78.7%	14.2%	1.9%	1.9%	0.6%	0.6%	1.3%	0.0%	0.0%	0.6%
	NCLF											
	%											
Meteorologist Technician Series 1341	Diff. of 02 %/NCLF %		-1.3%	3.6%	-1.0%	1.1%	-0.7%	-0.2%	-1.3%	-0.7%	-0.4%	0.6%
	FY 02 #	6	4	1	0	1	0	0	0	0	0	0
	%	1.1%	66.7%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	NCLF											
Electronics Engineer Series 855	%											
	Diff. of 02 %/NCLF %		54.1%	24.7%	4.3%	3.0%	4.0%	2.2%	4.4%	2.4%	0.4%	0.2%
	FY 02 #	68	48	5	5	1	2	0	5	1	1	0
	%	12.1%	70.6%	7.4%	7.4%	1.5%	2.9%	0.0%	7.4%	1.5%	1.5%	0.0%
Electronics Technician Series 856	NCLF											
	%		76.8%	7.6%	3.2%	0.9%	2.8%	0.4%	6.9%	1.0%	0.2%	0.0%
	Diff. of 02 %/NCLF %		-6.2%	-0.2%	4.2%	0.6%	0.1%	-0.4%	0.5%	0.5%	1.3%	0.0%
	FY 02 #	57	47	2	3	0	1	0	2	0	2	0
Physical Scientist Series 1301	%	10.1%	82.5%	3.5%	5.3%	0.0%	1.8%	0.0%	3.5%	0.0%	3.5%	0.0%
	NCLF											
	%		70.4%	10.1%	5.5%	1.7%	4.9%	1.0%	4.8%	0.9%	0.4%	0.1%
	Diff. of 02 %/NCLF %		12.1%	-6.6%	-0.2%	-1.7%	-3.1%	-1.0%	-1.3%	-0.9%	3.1%	-0.1%
Information Technologist Series 2210	FY 02 #	66	50	8	1	2	1	0	4	0	0	0
	%	11.7%	75.8%	12.1%	1.5%	3.0%	1.5%	0.0%	6.1%	0.0%	0.0%	0.0%
	NCLF											
	%		64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%
Hydrologist Series 1315	Diff. of 02 %/NCLF %		11.4%	-13.2%	-0.8%	0.7%	-0.1%	-0.4%	3.7%	-0.8%	-0.2%	-0.2%
	FY 02 #	174	94	28	18	12	2	2	10	8	0	0
	%	30.9%	54.0%	16.1%	10.3%	6.9%	1.1%	1.1%	5.7%	4.6%	0.0%	0.0%
	NCLF											
Hydrologist Series 1315	%		57.5%	25.7%	3.1%	2.8%	2.3%	1.1%	4.3%	2.8%	0.2%	0.1%
	Diff. of 02 %/NCLF %		-3.5%	-9.6%	7.2%	4.1%	-1.2%	0.0%	1.4%	1.8%	-0.2%	-0.1%
	FY 02 #	38	29	5	1	1	1	0	1	0	0	0
	%	6.7%	76.3%	13.2%	2.6%	2.6%	2.6%	0.0%	2.6%	0.0%	0.0%	0.0%
EEOC FORM 569	NCLF											
	%		64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%
	Diff. of 02 %/NCLF %		11.9%	-12.1%	0.3%	0.3%	1.0%	-0.4%	0.2%	-0.8%	-0.2%	-0.2%

PLEASE NOTE: Occupation-specific CLF data was used to determine the under-representation of mission-related occupations.

APPENDIX F 2002 PROMOTIONS BY PATCOB

Occupational Category	Employee Promotions #	Total Employees	White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professional	FY 02 Promotions #	32	22	5	0	1	1	0	2	0	0	1
	FY 02 Promotions %		68.8%	15.6%	0.0%	3.1%	3.1%	0.0%	6.3%	0.0%	0.0%	3.1%
	FY 02 Employees #	366	274	48	11	8	7	1	13	1	2	1
	FY 02 Employees %		74.9%	13.1%	3.0%	2.2%	1.9%	0.3%	3.6%	0.3%	0.5%	0.3%
Administrative	FY 02 Promotions #	26	9	8	2	4	0	2	0	1	0	0
	FY 02 Promotions %		28.1%	25.0%	6.3%	12.5%	0.0%	6.3%	0.0%	3.1%	0.0%	0.0%
	FY 02 Employees #	303	141	71	33	31	3	4	11	9	0	0
	FY 02 Employees %		46.5%	23.4%	*****	10.2%	1.0%	1.3%	3.6%	3.0%	0.0%	0.0%
Technical	FY 02 Promotions #	5	3	0	1	1	0	0	0	0	0	0
	FY 02 Promotions %		9.4%	0.0%	3.1%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 02 Employees #	83	56	12	5	3	1	0	3	0	2	1
	FY 02 Employees %		67.5%	14.5%	6.0%	3.6%	1.2%	0.0%	3.6%	0.0%	2.4%	1.2%
Clerical	FY 02 Promotions #	8	0	2	0	5	0	0	0	0	0	1
	FY 02 Promotions %		0.0%	6.3%	0.0%	15.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%
	FY 02 Employees #	55	0	19	1	31	0	2	0	1	0	1
	FY 02 Employees %		0.0%	34.5%	1.8%	56.4%	0.0%	3.6%	0.0%	1.8%	0.0%	1.8%
Other White Collar	FY 02 Promotions #	3	1	0	1	1	0	0	0	0	0	0
	FY 02 Promotions %		3.1%	0.0%	3.1%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 02 Employees #	8	2	1	2	2	0	0	0	0	1	0
	FY 02 Employees %		25.0%	12.5%	*****	25.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%
Blue Collar	FY 02 Promotions #	0	0	0	0	0	0	0	0	0	0	0
	FY 02 Promotions %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY 02 Employees #	1	1	0	0	0	0	0	0	0	0	0
	FY 02 Employees %		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

EEOC FORM 569

APPENDIX G
MICA Distribution of EEO Groups and Comparison by
PATCOB Categories

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Professional											
Agency Num	274	48	11	8	7	1	13	1	2	1	366
Num for Parity	200.20	110.90	8.78	11.71	7.69	5.12	12.81	6.95	0.73	0.73	365.63
Goal	-73.80	62.90	-2.22	3.71	0.69	4.12	-0.19	5.95	-1.27	-0.27	-0.37
Agency %	88.20%	7.50%	1.90%	0.90%	0.50%	0.20%	0.50%	0.00%	0.20%	0.00%	99.90%
Natl CLF %	54.70%	30.30%	2.40%	3.20%	2.10%	1.40%	3.50%	1.90%	0.20%	0.20%	99.90%
U.I. Index	161.24%	24.75%	79.17%	28.13%	23.81%	14.29%	14.29%	0.00%	100.00%	0.00%	100.00%
Administrative											
Agency Num	141	71	33	31	3	4	11	9	0	0	303
Num for Parity	127.56	122.41	10.91	16.06	7.88	7.88	4.24	4.24	0.91	0.91	303.00
Goal	-13.44	51.41	-22.09	-14.94	4.88	3.88	-6.76	-4.76	0.91	0.91	0.00
Agency %	46.53%	23.43%	10.89%	10.23%	0.99%	1.32%	3.63%	2.97%	0.00%	0.00%	100.00%
Natl CLF %	42.10%	40.40%	3.60%	5.30%	2.60%	2.60%	1.40%	1.40%	0.30%	0.30%	100.00%
U.I. Index	110.53%	58.00%	302.53%	193.04%	38.08%	50.77%	259.31%	212.16%	0.00%	0.00%	100.00%

APPENDIX G
MICA Distribution of EEO Groups and Comparison by
PATCOB Categories

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Technical											
Agency Num	56	12	5	3	1	0	3	0	2	1	83
Num for Parity	29.96	35.61	2.99	5.48	2.66	2.82	1.58	1.33	0.33	0.33	83.08
Goal	-26.04	23.61	-2.01	2.48	1.66	2.82	-1.42	1.33	-1.67	-0.67	0.08
Agency %	67.47%	14.46%	6.02%	3.61%	1.20%	0.00%	3.61%	0.00%	2.41%	1.20%	100.00%
Natl CLF %	36.10%	42.90%	3.60%	6.60%	3.20%	3.40%	1.90%	1.60%	0.40%	0.40%	100.10%
U.I Index	186.90%	33.70%	167.34%	54.76%	37.65%	0.00%	190.23%	0.00%	602.41%	301.20%	99.90%
Clerical											
Agency Num	0	19	1	31	0	2	0	1	0	1	55
Num for Parity	7.70	34.87	1.54	5.28	0.94	2.86	0.44	1.05	0.06	0.28	55.00
Goal	7.70	15.87	0.54	-25.72	0.94	0.86	0.44	0.04	0.06	-0.73	0.00
Agency %	0.00%	34.55%	1.82%	56.36%	0.00%	3.64%	0.00%	1.82%	0.00%	1.82%	100.00%
Natl CLF %	14.00%	63.40%	2.80%	9.60%	1.70%	5.20%	0.80%	1.90%	0.10%	0.50%	100.00%
U.I Index	0.00%	54.49%	64.94%	587.12%	0.00%	69.93%	0.00%	95.69%	0.00%	363.64%	100.00%

APPENDIX G
MICA Distribution of EEO Groups and Comparison by
PATCOB Categories

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Other White Collar											
Agency Num	2	1	2	2	0	0	0	0	1	0	8
Num for Parity	5.41	0.90	0.78	0.26	0.38	0.08	0.10	0.02	0.07	0.02	8.01
Num to Elim Mi	4.06	0.67	0.58	0.19	0.29	0.06	0.07	0.02	0.05	0.01	6.01
Goal	3.41	-0.10	-1.22	-1.74	0.38	0.08	0.10	0.02	-0.93	0.02	0.01
Agency %	25.00%	12.50%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	100.00%
Natl CLF %	67.60%	11.20%	9.70%	3.20%	4.80%	1.00%	1.20%	0.30%	0.90%	0.20%	100.10%
U.I Index	36.98%	111.61%	257.73%	781.25%	0.00%	0.00%	0.00%	0.00%	1388.89%	0.00%	99.90%
Blue Collar											
Agency Num	1	0	0	0	0	0	0	0	0	0	1
Num for Parity	0.65	0.10	0.09	0.02	0.09	0.02	0.02	0.01	0.01	0.00	1.00
Goal	-0.35	0.10	0.09	0.02	0.09	0.02	0.02	0.01	0.01	0.00	0.00
Agency %	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Natl CLF %	65.40%	9.80%	9.10%	2.20%	8.70%	1.50%	1.70%	0.50%	0.80%	0.20%	99.90%
U.I Index	152.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.10%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Meteorologist- Series 1340											
Agency Num	122	22	3	3	1	1	2	0	0	1	155
Num for Parity	124.00	16.43	4.50	1.24	2.02	1.24	4.03	1.09	0.62	0.00	155.16
Goal	2.00	-5.57	1.50	-1.76	1.02	0.24	2.03	1.09	0.62	-1.00	0.16
Agency %	78.71%	14.19%	1.94%	1.94%	0.65%	0.65%	1.29%	0.00%	0.00%	0.65%	100.00%
Natl CLF %	80.00%	10.60%	2.90%	0.80%	1.30%	0.80%	2.60%	0.70%	0.40%	0.00%	100.10%
U.I Index	98.39%	133.90%	66.74%	241.94%	49.63%	80.65%	49.63%	0.00%	0.00%	0.00%	99.90%
Meteorologist Technician - Series 1341											
Agency Num	4	2	0	1	0	0	0	0	0	0	7
Num for Parity	3.79	1.73	0.30	0.21	0.28	0.15	0.31	0.17	0.03	0.01	6.98
Goal	-0.21	-0.27	0.30	-0.79	0.28	0.15	0.31	0.17	0.03	0.01	-0.02
Agency %	57.14%	28.57%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Natl CLF %	54.10%	24.70%	4.30%	3.00%	4.00%	2.20%	4.40%	2.40%	0.40%	0.20%	99.70%
U.I Index	105.62%	115.67%	0.00%	476.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.30%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	A/AN Male	A/AN Female	Total
Electronics Engineer -Series 855											
Agency Num	48	5	5	1	2	0	5	1	1	0	68
Num for Parity	52.22	5.17	2.18	0.61	1.90	0.27	4.69	0.68	0.14	0.00	67.86
Goal	4.22	0.17	-2.82	-0.39	-0.10	0.27	-0.31	-0.32	-0.86	0.00	-0.14
Agency %	70.59%	7.35%	7.35%	1.47%	2.94%	0.00%	7.35%	1.47%	1.47%	0.00%	100.00%
Natl CLF %	76.80%	7.60%	3.20%	0.90%	2.80%	0.40%	6.90%	1.00%	0.20%	0.00%	99.80%
U.I Index	91.91%	96.75%	229.78%	163.40%	105.04%	0.00%	106.56%	147.06%	735.29%	0.00%	100.20%
Electronics Technician - Series 856											
Agency Num	47	2	3	0	1	0	2	0	2	0	57
Num for Parity	40.13	5.76	3.14	0.97	2.79	0.57	2.74	0.51	0.23	0.06	56.89
Goal	-6.87	3.76	0.14	0.97	1.79	0.57	0.74	0.51	-1.77	0.06	-0.11
Agency %	82.46%	3.51%	5.26%	0.00%	1.75%	0.00%	3.51%	0.00%	3.51%	0.00%	100.00%
Natl CLF %	70.40%	10.10%	5.50%	1.70%	4.90%	1.00%	4.80%	0.90%	0.40%	0.10%	99.80%
U.I Index	117.13%	34.74%	95.69%	0.00%	35.80%	0.00%	73.10%	0.00%	877.19%	0.00%	100.20%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Physical Scientist -Series 1301											
Agency Num	50	8	1	2	1	0	4	0	0	0	66
Num for Parity	42.50	16.70	1.52	1.52	1.06	0.26	1.58	0.53	0.13	0.13	65.93
Goal	-7.50	8.70	0.52	-0.48	0.06	0.26	-2.42	0.53	0.13	0.13	-0.07
Agency %	75.76%	12.12%	1.52%	3.03%	1.52%	0.00%	6.06%	0.00%	0.00%	0.00%	100.00%
Natl CLF %	64.40%	25.30%	2.30%	2.30%	1.60%	0.40%	2.40%	0.80%	0.20%	0.20%	99.90%
U.I Index	117.64%	47.91%	65.88%	131.75%	94.70%	0.00%	252.53%	0.00%	0.00%	0.00%	100.10%
Information Technologist -Series 2210											
Agency Num	94	28	18	12	2	2	10	8	0	0	174
Num for Parity	100.05	44.72	5.39	4.87	4.00	1.91	7.48	4.87	0.35	0.17	173.83
Goal	6.05	16.72	-12.61	-7.13	2.00	-0.09	-2.52	-3.13	0.35	0.17	-0.17
Agency %	54.02%	16.09%	10.34%	6.90%	1.15%	1.15%	5.75%	4.60%	0.00%	0.00%	100.00%
Natl CLF %	57.50%	25.70%	3.10%	2.80%	2.30%	1.10%	4.30%	2.80%	0.20%	0.10%	99.90%
U.I Index	93.95%	62.61%	333.70%	246.31%	49.98%	104.49%	133.65%	164.20%	0.00%	0.00%	100.10%

APPENDIX H
MICA Distribution of EEO Groups and Comparison by
Mission-Related Occupations

Occupation Category and SES	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AA/PI Male	AA/PI Female	AI/AN Male	AI/AN Female	Total
Hydrologist Series 1315											
Agency Num	29	5	1	1	1	0	1	0	0	0	38
Num for Parity	24.47	9.61	0.87	0.87	0.61	0.15	0.91	0.30	0.08	0.08	37.96
Goal	-4.53	4.61	-0.13	-0.13	-0.39	0.15	-0.09	0.30	0.08	0.08	-0.04
Agency %	76.32%	13.16%	2.63%	2.63%	2.63%	0.00%	2.63%	0.00%	0.00%	0.00%	100.00%
Natl CLF %	64.40%	25.30%	2.30%	2.30%	1.60%	0.40%	2.40%	0.80%	0.20%	0.20%	99.90%
U.I Index	118.50%	52.01%	114.42%	114.42%	164.47%	0.00%	109.65%	0.00%	0.00%	0.00%	100.10%